

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL NOTE**

**SB 2443 - HB 2589**

February 24, 2018

**SUMMARY OF BILL:** Decreases the probation period for persons appointed to a position in the preferred service from no less than one year to no more than six months.

**ESTIMATED FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumptions:

- Tennessee Code Annotated § 8-30-308 requires any person appointed to a position in the preferred service to be subject to a probationary period of no less than one year. During this probationary period, the person may be removed by the Commissioner of the Department of Human Resources (DOHR).
- Any person removed during a probationary period is not entitled to an appeal under Tenn. Code Ann. § 8-30-318.
- The proposed legislation reduces the probationary period to no more than six months.
- The proposed legislation could result in increased appeals because employees would be able to appeal any suspension, termination, or disciplinary action after six months.
- The proposed legislation will not result in a significant increase of appeals for suspension, termination, or disciplinary actions. Any impact to DOHR can be accommodated within existing resources.

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink that reads "Krista M. Lee".

Krista M. Lee, Executive Director

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